



Spotlight

PROFESSIONAL AEROSPACE UNION

SPEEA in action – special Council meeting to promote involvement



About 80 Northwest Council Reps, guests and staff met for a special Guest Night April 10 with the Council conducting business of the union along with drawings for random prizes. The meeting was held at the Teamsters Hall to accommodate the larger crowd. More than 30 guests took part. Many expressed appreciation and enthusiasm for the opportunity to attend.

Retention-rating appeal process in SPEEA-Boeing contracts

Under the terms of Boeing's contract with SPEEA, managers issue retention ratings each year. This year, the ratings take effect May 6. The ratings are used to determine the order of SPEEA members leaving the company in the event of a layoff.

In general, members of SPEEA's Northwest Professional and Northwest Technical bargaining units are assigned ratings of R1, R2 or R3. Under the contract, 40% of workers in a retention group are assigned R1 ratings, 40% are assigned R2 ratings and the remaining 20% are assigned R3 ratings.

In the event of a layoff within a retention group, workers with R3 ratings would be the first to lose their jobs in most cases, then R2s, then R1s. There are exceptions in the contracts that allow managers to disregard the ratings and lay off anyone.

Our union's grievance process does not apply to drops in retention ratings. However, both the Prof and Tech contracts provide an appeal process for retention ratings under Section 8.4(h).

Reasons for appeal

SPEEA members have a right to appeal their

assigned retention rating for one of the following reasons:

- A drop in retention rating
- R3 rating during four or more consecutive retention exercises
- A designation as "ineligible for priority recall" in the event of layoff

If you wish to appeal your attention rating under one of these three categories, the first step is to talk with your manager directly to identify specific reasons for their rating or designation and then attempt to resolve those concerns.

If that is not successful, members can find a SPEEA Retention Appeal Request Form on www.speea.org, under Member Tools > Retention.

Requests must be filed with your Contract Administrators within 30 days of your rating notification. Along with the appeal request form, the website includes more detailed information about retention ratings and the appeals process.

Purposefully ignorant, once again

By Matt Kempf, CFP®, CEBS
SPEEA Senior Director of
Compensation and Retirement

Boeing has decided not to update the Salary Reference Tables (SRTs) for 2024. The SRTs were last updated in 2022, which was the only time the SRTs have been updated since 2018. Unfortunately, the Boeing-published SRTs are now an antique reference which is no longer relevant to the compensation discussions you have with your management team.

Boeing has had a long-standing history of annually updating the salary reference tables using a fairly scientific approach. That changed when the SPEEA collective bargaining agreements contained wage pools tied to the Mercer SIRS "market" data, and Boeing quickly learned it can manipulate data to achieve its desired goals.

Unfortunately, Boeing has decided to not inform line managers what the real market salaries are in the various skill codes in a feeble-minded attempt to artificially slow the growth of salaries.

With its head in the sand, Boeing has proactively chosen to keep your management purposefully ignorant of market salaries. The only way you can learn what the market salary is for your job is to apply to outside companies and see what they are willing to offer. You might be worth more than you think!



Ostriches do not really bury their heads in the sand to avoid carnivorous predators, but the "Ostrich Effect" is backed by neuroscientific studies. The Ostrich Effect occurs when people avoid important facts and data because this might reveal a truth they do not want to acknowledge.

President

John Dimas

Executive Director

Ray Goforth

Executive Board

Dan Nowlin	Treasurer
Ryan Rule	Secretary
Mike Arrington	NW Regional VP
Vacant	NW Regional VP
Jeffrey L. Forbes	NW Regional VP
Chris Streckfus	MW Regional VP

SPEEA Council Officers

R Matthew Joyce	Chair
Theryl (TJ) Johnson	Treasurer
Byron D. Henderson	Secretary

Midwest Regional Council Officers

Emily Forest	Chair
R Matthew Joyce	Treasurer
Benjamin Blankley	Secretary

Northwest Regional Council Officers

Mike Pirone	Chair
David Fritz	Treasurer
Raquel P. Cundiff	Secretary

SPEEA Publications

Karen McLean	Communications Director
Bryan Corliss	Senior Communications Specialist
Lori Dupuis	Graphic Designer
Julia Groves	Communications Support

speea@speea.org • www.speea.org

published monthly by:

Society of Professional Engineering Employees
in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
15205 52nd Ave. S • Seattle, WA 98188 • 206-433-0991

Reproduction rights reserved. No part of this publication may be reproduced without permission. When permission is granted, material must be used in context and credit given to the SPEEA SPOTLITE.

Original articles and feedback are solicited.

Subscription rate: \$2.00 per year.
\$2.00 of the annual membership dues is paid as a year's subscription to the SPEEA SPOTLITE.

Periodicals Postage Paid at Seattle, Washington

SEATTLE HALL

15205 52nd Ave. S, Seattle, WA 98188
Mon-Fri, 8 a.m. to 4:30 p.m.
Phone: 206-433-0991 • 1-800-325-0811

EVERETT HALL

2414 106th St. SW, Everett, WA 98204
Mon-Fri, 8 a.m. to 4:30 p.m.
Phone: 425-355-2883 • 1-800-325-0811

WICHITA HALL

4621 E 47th St. S, Wichita, KS 67210
Mon-Thu, 8:30 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.
Phone: 316-682-0262 • 1-800-325-0811



INTERNATIONAL FEDERATION
OF PROFESSIONAL AND
TECHNICAL ENGINEERS



By John Dimas
SPEEA President

In your contract

An introduction and SPEEA contracts' Article 2: 'More favorable terms'

Hello there! My name is **John Dimas**, and I recently began my term as SPEEA president.

About me

I have been a SPEEA member for a little more than 19 years as an engineer with The Boeing Company in Everett, Washington. My journey as a SPEEA activist began almost 10 years ago. I was curious about what being a SPEEA member was all about, so I became a Council Representative for my building when there was an opening.

What does it mean to be a member of SPEEA? What is my role? These are the questions I want SPEEA members to ask themselves. SPEEA is a grassroots union. That means the power rests with the members. Members elect their leaders, can recall their leaders, can revise the constitution and approve or reject contracts.

Contract negotiations

Across all the SPEEA bargaining units during the next two years, contracts will be renegotiated. Our SPEEA Pilots and Instructors Unit (SPIU) was the first to conduct negotiations in this period. The members voted to approve a new contract in early March.

Next will be the Wichita Engineering Unit (WEU) this December, then the Wichita Technical and Professional Unit (WTPU) contract expires in January 2026. The Northwest Professional and Technical Units' contracts expire in October 2026.

It is never too early to prepare for your next contract. Attend SPEEA lunchtime meetings in your area, ask your leaders and representatives questions, become an Area Representative, learn the processes and timelines of your next contract.

And the most important thing every SPEEA member can do is vote in every SPEEA election.

Employers have been known to bring up SPEEA election turnouts during various contract negotiations. Vote like the company is watching, because they definitely are!

Article 2 and 'more favorable terms'

Many SPEEA members have expressed concerns about wages and what can be done before the next contract. Members have also reported some managers say they cannot do more on wage increases because they are limited by the SPEEA contract for your bargaining unit. What can a SPEEA member do?

In all SPEEA contracts, there is a provision called Article 2, the Rights of Management. Specifically, Section 2.1, sub-section a, states:

The terms and conditions of this Agreement are minimum, and the Company shall be free to grant more favorable terms and conditions and to pay salary rates higher than the salary ranges shown in Article 11 to any employee.

What does this mean? The employer can offer

more on wages – it's their right and their choice.

Even though Article 2 is in all SPEEA contracts, many SPEEA members are not aware of it.

If you find yourself talking to your manager about your salary, consider asking if they know about Article 2 and the reference to higher salary ranges. They may not be aware, or they might be misinformed.

Keep it professional

The relationship a SPEEA member has with their manager is very important. In helping members with their issues, one of our first questions as your SPEEA labor representatives will always be: "Have you talked to your manager?" Keep your conversations respectful and professional.

If you have any questions or concerns, reach out to your local Council Representative. They are your co-workers who undergo training and receive staff support to help with contract and/or workplace issues. You can also reach out to me at jadimas2001@gmail.com.

Boeing acknowledges EIP error; some to get more money, none taken back

Boeing notified SPEEA it had provided Employee Incentive Plan (EIP) bonuses based on misclassified business units for potentially thousands of Boeing workers.

The company mistakenly paid employees the Corporate (CORP) EIP bonus instead of the bonus applicable to the business unit they supported in 2023. As a result, workers supporting Boeing Commercial Airplanes (BCA) and Boeing Defense Systems (BDS) were overpaid. SPEEA members working for Boeing Global Services were underpaid by more than 30%.

SPEEA filed an information request with Boeing after a number of members reported concerns about a potential error in their EIP payouts. Some had been informed by their management that overpayments would be taken back out of

three upcoming paychecks.

On March 28, Boeing told SPEEA it will make SPEEA members whole if they were underpaid and will not take back money that was overpaid.

"We appreciate Boeing fixing the underpayments and ensuring that nobody will have to repay the overpayments," said **Ray Goforth**, SPEEA executive director.

The 2023 performance year's EIP formula should have paid bonuses between 3.6% and 5.95% of an individual's eligible earnings, based on the performance of the business unit to which they are assigned.

Index

- Interim vacancy: SPEEA NW members to run for SPEEA Executive Board VPP4
- Ballots due May 15: Vote for two SPEEA-Area VPs to serve on IFPTE Executive Council.....P4
- SPEEA labor rep: DOT supply chain taskforce continues discussions.....P4
- Prof and Tech salary charts for 2024.....P5
- National Labor Relations Board (NLRB): SPEEA wins labor case against Boeing, union pilots to be reinstated.....P9
- Wichita Engineering Unit (WEU) negotiations team.....P9
- SPEEA supports PNAAs scholarshipsP9
- Changes for 2024-2025: Spirit AeroSystems open enrollment continues through May 17 P10
- SPEEA Prof and Tech contracts expire 2026: The time to start saving is NOW – Part 2..... P10
- SPEEA-Boeing: Help guide Ed Wells Partnership as a Joint Policy Board member P11
- Ed Wells appreciates instructors' excellence..... P11
- Labor complaint to secure more information: SPEEA alleges retaliation in ODA case..... P12
- Fuel your young adult's interest at Aviation DayP12
- Training and Events P12

Interim vacancy

Seeking NW members to run for SPEEA Executive Board VP

With the recent election of President **John Dimas**, a former Northwest vice president on SPEEA's Executive Board, the Northwest Council will elect a member to fill the vacancy at its June 5 special meeting.

How to apply

The interim VP election information and petition, requiring 20 members' signatures, are at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations). The deadline is 4:30 p.m., Tuesday, May 21, along with a position, platform statement and answers to Council questions. Submit to petitions@speea.org.

To be eligible, candidates must meet the minimum qualification of continuous SPEEA membership for at least two years.

Election process

At a special meeting of the Northwest Council Wednesday, June 5, candidates will have the opportunity to address the Council prior to the vote.

About the Board

Executive Board members are responsible for setting and administering the annual budget and administering the affairs of SPEEA according to the constitution, bylaws and policies established by the membership and the union councils.

Honoring Memorial Day

SPEEA offices will close Monday, May 27, in recognition of Memorial Day, a federal holiday to honor those who died in service to the United States during war and peace.

Voluntary OT

Overtime is voluntary on a holiday or the weekend which precedes or follows a holiday, including Memorial Day weekend, per the SPEEA contracts for Boeing Profs and Techs and Spirit AeroSystems' represented employees.

Omission

Congratulations to new Boeing Technical Fellow **Charlie Mumma**. His name was omitted in error in the SPEEA Spotlite April article: "SPEEA congratulates new Tech Fellows."

Northwest members vote

Vote for two SPEEA-Area VPs to serve on IFPTE Executive Council

Voting is underway as seven SPEEA members run to fill two seats as SPEEA-Area vice presidents representing the Northwest on the IFPTE Executive Council.

Ballots were mailed to Northwest SPEEA members' home addresses by May 1. Ballots should be in the mail by May 8 to ensure delivery by the vote count on May 15.

The top two votegetters will be formally nominated and elected by IFPTE delegates at the convention along with **R. Matthew Joyce**, who ran unopposed for Midwest SPEEA Area IFPTE vice president.

2024-27 IFPTE SPEEA-Area Vice President

Northwest VP candidates – vote for two

(Names are listed in ballot order determined in a random drawing by the Teller Committee.)

- Dan Nowlin
- Emily Brent-Fulps
- David Garrett
- John Dimas
- Shaunna Winton
- Christopher Tracy
- Ryan Rule

About the IFPTE Executive Council

The Executive Council is the governing body of the International Federation of Professional and Technical Engineers. The IFPTE Executive Council meets in person twice a year to review spending and set policy. SPEEA is affiliated with the IFPTE as Local 2001.

SPEEA labor rep

DOT supply chain task force continues discussions

SPEEA Director of Strategic Development **Rich Plunkett** was in Washington, D.C., in April for the second meeting of a federal task force examining the aerospace-industry supply chain.

The Aerospace Supply Chain Resiliency Task Force was created by the U.S. Department of Transportation, after Congress authorized it in 2023. The task force is charged with identifying and assessing risks to the U.S. aerospace industry and making recommendations to mitigate those risks.

The April meetings were "a continuation of the discussions we had in January regarding aerospace

Convention delegates – no election

In addition, 17 valid petitions were filed by Northwest candidates to fill 17 seats as SPEEA delegates to this year's IFPTE convention. Since no Midwest members applied, no election is required.

The delegates will represent SPEEA at the IFPTE's 61st triennial convention, which will be July 8-11 in New Orleans. Hundreds of delegates are expected from IFPTE locals across the United States and Canada.

Delegates

- Mike Arrington
- Brian Algiers
- Andrew Bracken
- Emily Brent-Fulps
- Rogelio Garcia
- David Garrett
- Byron Henderson
- Aaron Kruspe
- Jimmie Mathis
- Brian Meyer
- Dan Nowlin
- Richard O'Neill
- Joseph Pham
- Rod Siders
- Christopher Tracy
- Shaunna Winton
- Gordon Yip

Learn more at www.ifpte.org.

Prof and Tech salary charts for 2024

By Matt Kempf, CFP®, CEBS
SPEEA Sr. Director of Compensation and Retirement

Salary charts for the Professional and Technical Bargaining Units at The Boeing Company will be posted at www.speea.org by early May with updated 2024 salary adjustments.

For an employee to be eligible for the 2024 SPEEA salary exercise, the employee must have been hired by Boeing before Dec. 31 of the prior calendar year and in the unit on both the fund computation date (December 31, 2023) and on the increase effective date.

As with recent years, Boeing advanced the increase effective date two weeks from the date identified in the 2020-2026 SPEEA Prof & Tech contracts. Accordingly, the 2024 increase effective date was Feb. 23.

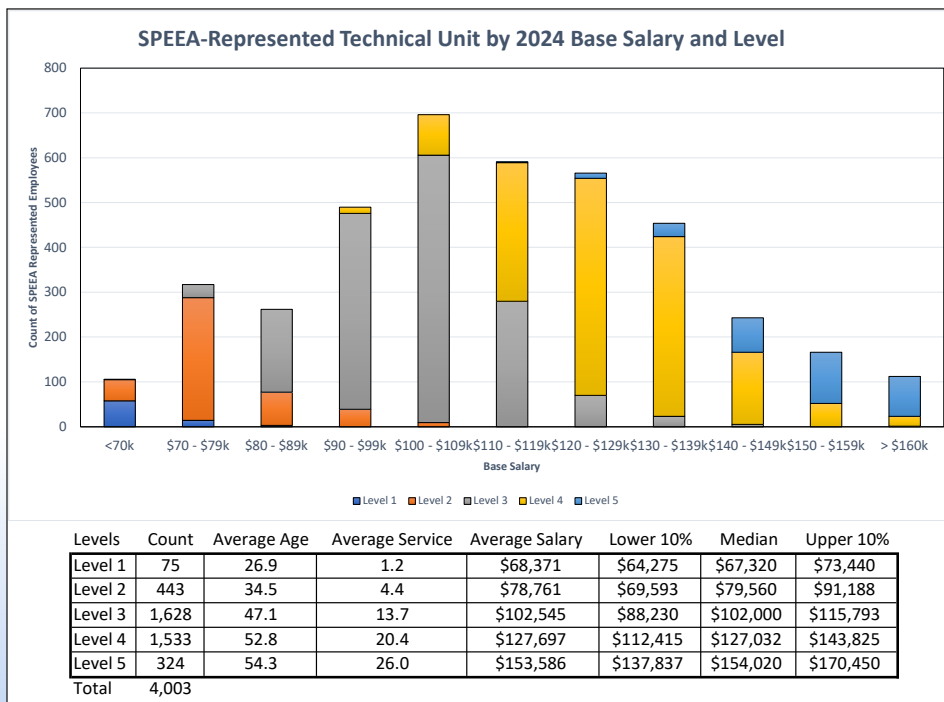
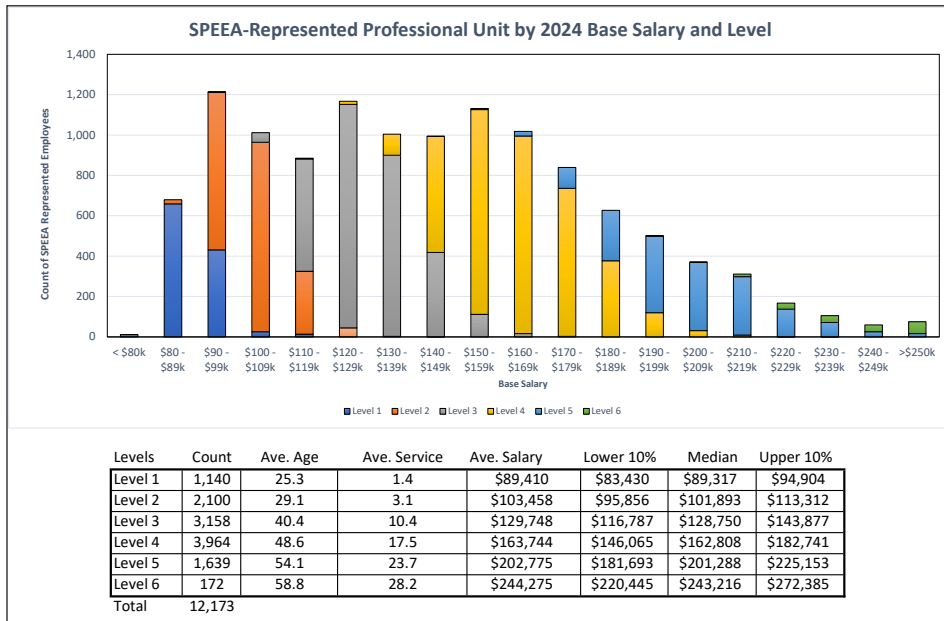
The detailed salary charts are a valuable tool for SPEEA members to see how their salaries are progressing and to help with conversations about performance and career management. Members can access salary charts using their BEMSID and last name.

About the online charts

Salary charts are available for every unique combination of bargaining unit, job family and occupation with 10 or more eligible individuals. In addition, each Skill Management Code (SMC) with 25 or more individuals eligible for the salary exercise has its own salary chart.

SPEEA-Boeing salary charts

www.speea.org
Drop-down menu: Member Tools/Salary Charts



Continued on page 6

Special section: SPEEA-Boeing Prof and Tech salary charts 2024

Promotional and Out-Of-Sequence

Salary adjustments made outside of the Annual Compensation Review (ACR) process are summarized on the next page. For data specific to individual jobs codes, see the detailed charts online. The online charts, E and F, include the number of promotions and Out-Of-Sequence (OOS) raises by level as well as average increase amount. The minimum promotional increases are \$2,500 for Techs and \$3,500 for Profs.

To account for fluctuations in the size of the respective bargaining units, the frequencies are expressed as a rate per 1,000 eligible employees eligible for the 2024 Annual Compensation Review.

Salary adjustment funds and lump sum awards

The Prof unit has a 2024 salary adjustment fund of 3%. Because 2% is a guaranteed minimum wage increase, the remaining 1% of the salary pool was selective. The Tech unit has a 2024 salary adjustment fund of 2% and a 1% lump sum award. The Tech unit also has a 2% guaranteed wage increase, leaving no funds remaining for the selective pool.

Salary Reference Tables

Salary Reference Tables (SRTs) are built by Boeing for each job, occupation and level. They are adjusted annually based on market and business conditions. The SRT minimum is 70% of the SRT midpoint and the SRT high is 125% of the SRT midpoint.

Compa-Ratio

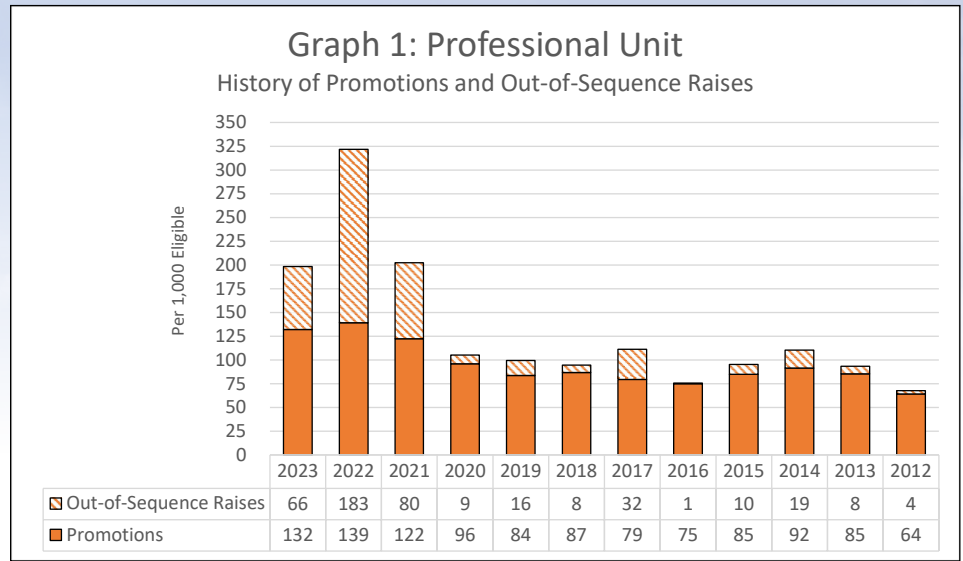
The Compa-Ratio is the ratio of an employee's salary to the Salary Reference Table (SRT) for the employee's job family and level. Employees with a Compa-Ratio greater than "1.0" indicates they are paid more than the SRT median. Conversely, a Compa-Ratio less than "1.0" shows salary is less than the SRT median.

Typically, Compa-Ratios play an important role in helping to determine an employee's base salary increase. If all other things were the same, an employee with a lower Compa-Ratio will receive a higher raise than a similarly situated employee with a higher Compa-Ratio. Graph 4 on the next page illustrates the relationship between average raise and average Compa-Ratio for the two units.

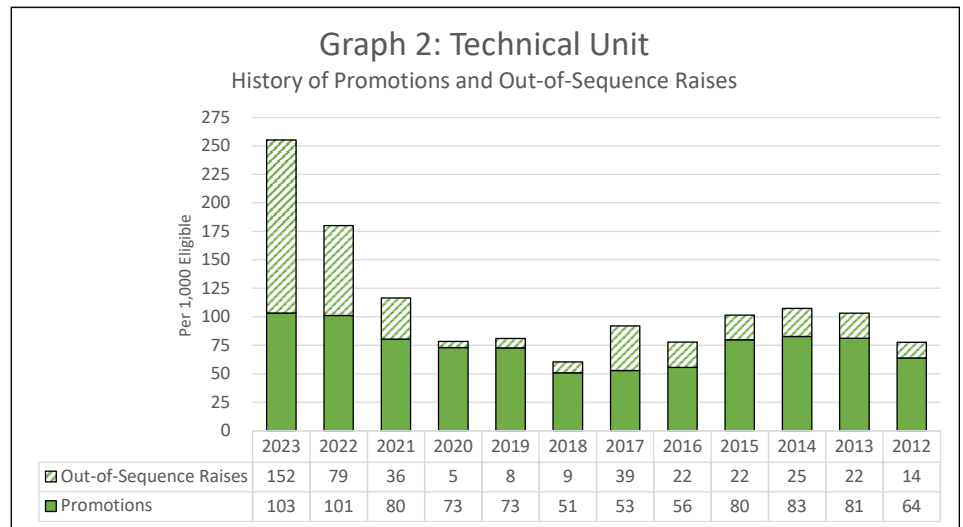
Overall Performance Rating (OPR)

After PM close-out, an OPR rating is assigned to each employee by his or her manager. The OPR rating is an assessment that reflects the value of the employee's contribution to the company compared to other employees of similar job family and level. Your OPR rating may be Far Exceeded, Exceeded, Met, Met Some or Met Minimal.

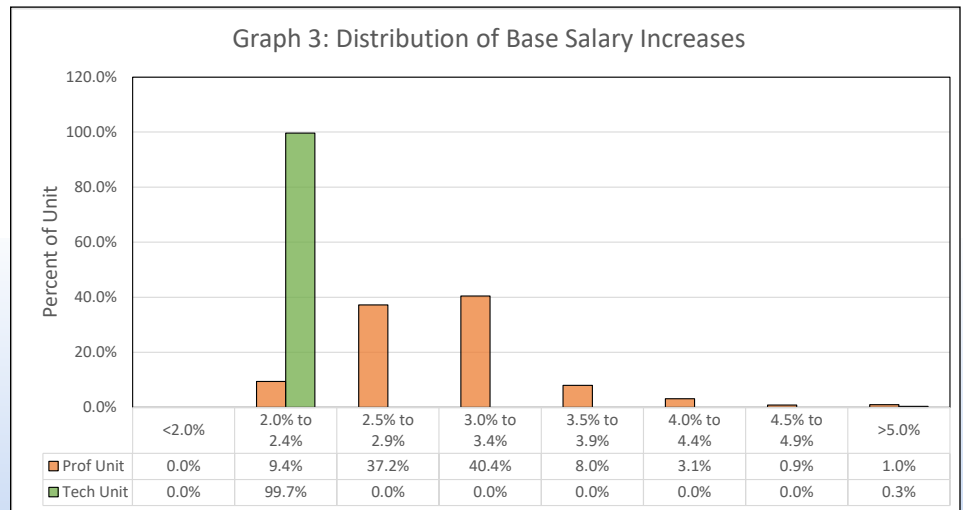
While there were some changes in the distribution of OPR ratings starting in 2023,



An 11-year history of the frequency of Promotions and Out-Of-Sequence raises for those in the Prof Unit is in Graph 1.



An 11-year history of the frequency of Promotions and Out-Of-Sequence raises for those in the Tech Unit is in Graph 2.



Graph 3 shows the distribution of the salary adjustment for SPEEA Prof and Tech Bargaining Units at Boeing.

Continued on page 7

Promotional and Out of Sequence increases

Bargaining Unit	Count of Individuals	Average Old Base Salary	Average New Base Salary	Promo/OOS Dollars Spent	OOS As % of old base*	# of Promo/OOS	Avg Promo/OOS incr.
Prof	12,173	\$139,704	\$143,956	\$31,418,550	1.82%	2,415	\$13,010
Tech	4,003	\$110,781	\$113,036	\$8,738,703	1.77%	1,022	\$8,551

*Boeing spent more than the 1.5% contractually required minimum budget for both bargaining units. Any unspent 2024 promotional funds roll to the 2025 selective salary adjustment fund.

Graph 5 identifies the vast majority of SPEEA represented Professional and Technical Boeing employees have been rated “Met Expectations” or higher for the past eight years.

Putting it together

Your OPR, Salary Market Position (Compa-Ratio) and the Salary Adjustment Fund are the primary determinants that influence the raise you receive from your manager.

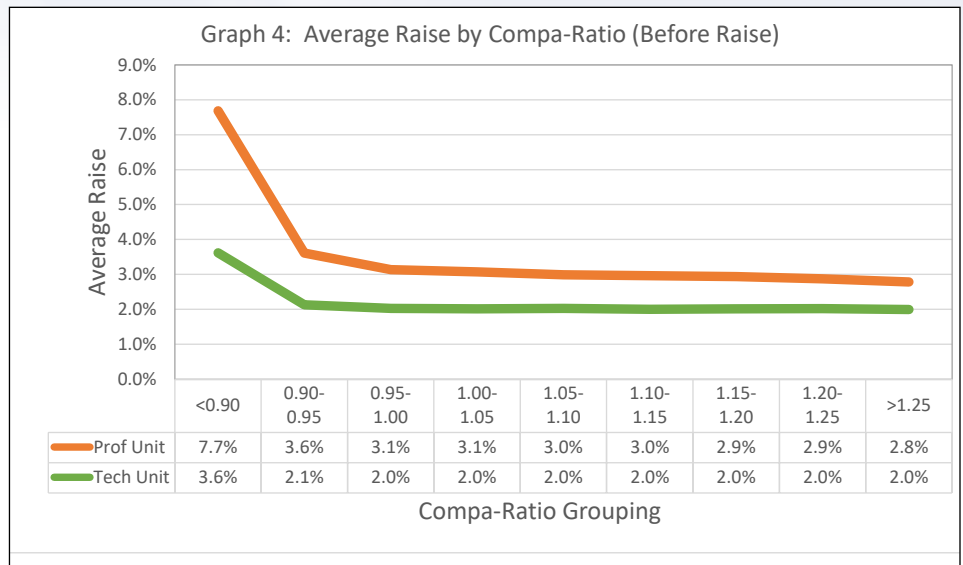
Although the intention is for your manager to choose a salary within the range for each employee, managers can select a salary above or below the range while remaining within their own specific budget.

Managers are expected to differentiate their salary decisions. The OPR, salary market position (compa-ratio) in relationship to peers and budget are all important considerations in the salary decision. Additionally, other elements including critical skill, job scope and complexity and/or versatility may affect salary decisions.

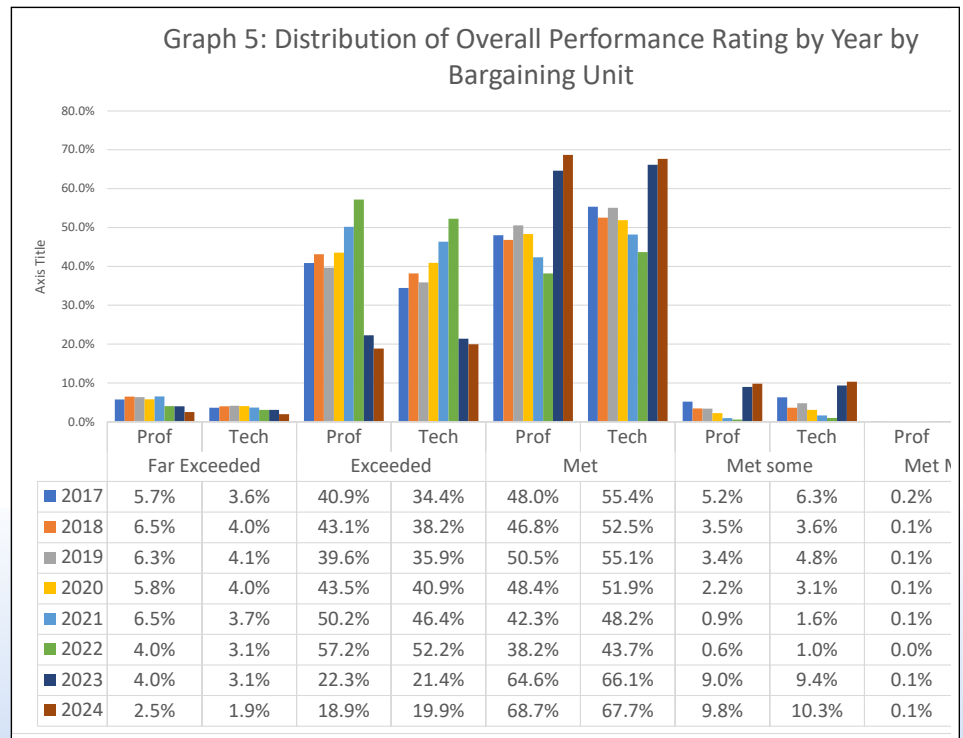
Chart 7 (Professional unit) on the next page shows individuals with low compa-ratios and high performance receive the largest salary increases and individuals with high compa-ratios and lower performance ratings receive the lowest raise even though managers may deviate from the ranges.

Spirit AeroSystems salary charts

Salary charts for the Wichita Technical and Professional Unit (WTPU) and Wichita Engineering Unit (WEU) at Spirit AeroSystems will be published after salary adjustment data becomes available.



Graph 4 illustrates the relationship between average raise and average Compa-Ratio for the two units.



While there were some changes in the distribution of the OPR ratings starting in 2023, Graph 5 identifies the vast majority of SPEEA-represented Professional and Technical employees at Boeing have been rated “Met Expectations” or higher for the past eight years.

Continued on page 8

Special section: SPEEA-Boeing Prof and Tech salary charts 2024

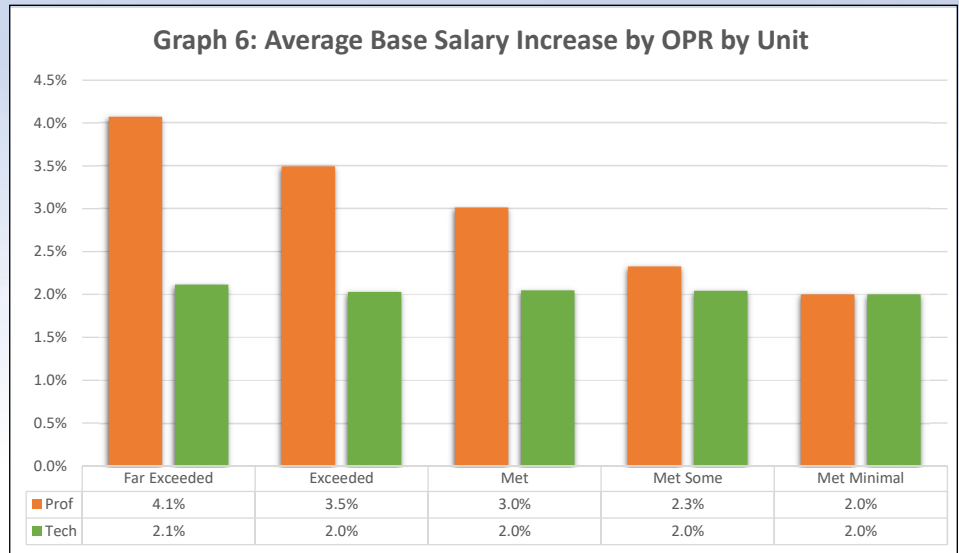
Continued from page 7

Finding your salary chart

If you are in the SPEEA Prof or Tech bargaining unit at The Boeing Company, you can access salary data for your job code and other areas at www.speea.org. Look for the Salary Charts link in the 'Member Tools' drop-down menu (upper right side of the home page).

Because the charts are in a protected area of the website, members need to enter BEMSID with last name for validation. More detailed instructions and links to the salary charts for each bargaining unit are online.

A summary table provides tabular data for every populated occupation, job family and skill management code (SMC). In addition, it indicates the chart number on which salaried job classification (SJC) is displayed.



Graph 6 identifies the higher OPR scores are closely correlated with higher average-base salary increases for the Professional unit. Because of the guaranteed wage increase of 2% and a salary pool of 2%, the Technical unit did not have any selective funds.

Chart 7: Professional Unit

Raise by Compa-Ratio and Overall Performance Rating

		Compa-ratio							Grand Total
		0.7-0.8	0.8-0.9	0.9-1	1-1.1	1.1-1.2	1.2-1.3	>1.3	
Overall Performance Rating	Far Exceeded	19.2%	9.2%	4.5%	4.1%	3.8%	3.3%	3.3%	4.1%
	Exceeded	30.7%	8.7%	3.8%	3.5%	3.4%	3.2%	3.0%	3.4%
	Met	30.5%	6.6%	3.2%	3.0%	2.9%	2.8%	2.7%	3.0%
	Met Some	2.3%	2.2%	2.4%	2.3%	2.3%	2.1%	2.4%	2.5%
	Met Minimal		2.0%	2.0%	2.0%	2.0%			2.0%
Grand Total		16.5%	5.0%	3.2%	3.0%	2.9%	2.8%	2.8%	3.1%

Chart 7 (Professional unit) shows individuals with low compa-ratios and high performance receive the largest salary increases and individuals with high compa-ratios and lower performance ratings receive the lowest raise even though managers may deviate from the ranges.

Chart 8: Technical Unit

Raise by Compa-Ratio and Overall Performance Rating

		Compa-ratio							Grand Total
		0.7-0.8	0.8-0.9	0.9-1	1-1.1	1.1-1.2	1.2-1.3	>1.3	
Overall Performance Rating	Far Exceeded		2.0%	2.8%	2.0%	2.0%	2.0%	2.0%	2.0%
	Exceeded		3.9%	2.1%	2.0%	2.0%	2.0%	2.0%	2.0%
	Met	24.3%	3.4%	2.0%	2.0%	2.0%	2.1%	2.0%	2.0%
	Met Some		2.0%	2.0%	2.1%	2.0%	2.1%	2.0%	2.0%
	Met Minimal		2.0%	2.0%			2.0%	2.0%	2.0%
Grand Total		2.0%	2.3%	2.1%	2.0%	2.0%	2.0%	2.0%	2.0%

Chart 8 (Technical unit) shows the vast majority of employees received a flat 2% raise for 2024.

SPEEA wins labor case against Boeing, NLRB calls for union pilots to be reinstated

The Boeing Company violated federal labor law by retaliating against seven of its instructor pilots who had engaged in union activity, a federal administrative law judge ruled.

“I find that Boeing was motivated by anti-union animus and was punishing its (Flight Training Aircraft) pilots for their union activity in April 2020,” Judge **Gerald M. Etchingham** wrote in his order issued March 22 for the National Labor Relations Board (NLRB). “No other rational explanation exists.”

The judge ordered Boeing to offer the seven pilots their jobs back, pay them for lost wages and benefits and restore their positions – which had been outsourced to non-union contractors – to the company’s full-time, union-represented payroll.

“The ruling is a resounding win for the union-represented pilots,” said SPEEA Executive Director **Ray Goforth**. Our union represented the seven pilots before their work was outsourced to third-party contractors. SPEEA pursued the federal complaint on their behalf.

“Boeing systematically dismantled the pilot training safety system that had served the company and its customers well for decades,” Goforth said. “They stripped the safety system for parts, pocketed the savings, then contracted out the remaining pieces to pretend that no substantive changes had occurred.”

Background

The judge ruled that Boeing “looks to have prioritized cutting costs and ridding itself of a group of union instructor pilots it has historically treated badly.”

The 69-page order recounts more than a decade of anti-union actions by Boeing aimed at the pilots. About 100 pilots were part of the SPEEA Pilots and Instructors Unit (SPIU) in 2012. After years of Boeing actions, 23 remain. Much of the work once done by Boeing’s unionized pilots has been turned over to lower-paid, third-party temp pilots.

The pilots in the Flight Training Aircraft (FTA) group were employed by Boeing to teach airline flight crews how to fly the company’s planes. They would deliver newly built aircraft to customers, then spend one to two months flying side-by-side with the airlines’ pilots.

In 2019, after years of steadily outsourcing the work done by the unionized pilots, Boeing announced plans to hire the first new pilots to the group in nearly six years. The plan was for the expanded FTA pilots’ group to provide training and oversight for third-party contractor pilots to ensure they were up to a Boeing “gold-standard” level.

In 2020, the unionized pilots – with support from Boeing management – voted on whether to decertify their union. That vote failed.

Within days Boeing cancelled the plan to use the FTA pilots to oversee training of the contractor pilots. Instead, the company laid off the

entire group of training pilots and hired 70 more contract pilots to replace them. The judge, in his order, referred to this as “a complete flip-flop” and “an about-face in bad faith.”

Boeing managers testified in court that these moves were financially motivated, but the judge said he found “Boeing’s business justification for the layoff of seven FTA pilots to be entirely lacking in credibility and comprised entirely of pretext.”

The judge added: “The true motive for laying off the FTA pilots and deciding to subcontract more contractor pilots in their place was an anti-union animus.”

Next Steps

Along with reinstating the seven pilots with full back pay and benefits, dating back to 2020, Boeing must also reimburse the pilots for any expenses spent trying to get new jobs and any adverse tax implications from their illegal layoff, the judge ruled.

At its Commercial Aircraft facilities, Boeing must also post notices telling workers it will “not lay you off because of your union membership or support” and pledging the company will “not divert your work to a subcontractor” because of union activities.

Boeing is expected to appeal the ruling. The company has been granted an extension until May 17 to file the paperwork required for its appeal.



Wichita Engineering Unit (WEU) negotiations team

The newly elected Wichita Engineering Unit (WEU) Negotiations Team is shown above at the SPEEA Wichita office. They are from left, **R. Matthew Joyce** (chair), **Ben Blankley** (secretary), **Laura Dame Santry** (vice chair), **Derek Milligan** and **Brennan Macklin**. They are currently meeting internally with staff to do research and prepare a survey to identify key issues. The SPEEA-Spirit WEU contract expires Dec. 1.

SPEEA supports PNAAscholarships

A potential future airline pilot and a future aircraft mechanic are the recipients of two scholarships funded by SPEEA.

The scholarships were awarded to the Pacific Northwest Aerospace Alliance at its annual conference earlier this year.

One went to **Maverick Brady**, who is studying at Clover Park Technical College to become a professional pilot. “My end goal would be 777 or 787 captain,” he said.

The other scholarship recipient was **Tony Choi**, a citizen of South Korea who is studying aviation maintenance technology at Everett Community College. “I have lived in different countries with my family and spent a lot of time at the airport,” he said. “I naturally developed my dream of aviation.”

To apply for the PNAAscholarships, all students must be currently enrolled at a college or university with a minimum 2.5 grade point average and studying toward careers in aerospace manufacturing or aviation.

Changes for 2024-2025

Spirit AeroSystems open enrollment continues through May 17

By Matt Kempf, CFP®, CEBS
SPEEA Senior Director of Compensation and Retirement

WICHITA, Kan. – At Spirit AeroSystems, open enrollment runs May 6-17. This is the **only time of the year** to make routine changes to your health care plan unless you have a qualified status change during the year.

Take action

Default coverage for employees with dependents will be their current 2023/2024 medical, dental and vision plans, however, Flexible Spending Accounts (FSA) must be re-elected each year. Health Savings Accounts (HSA) must also be re-elected each year in order to receive Spirit HSA funding.

Spirit is changing administrators. Accordingly, your life insurance beneficiary elections on file will not carry forward to 2024/2025. You must enter beneficiary information to ensure your benefits are received according to your wishes.

You can enroll in life insurance (if you aren't currently enrolled) or increase your coverage, up to the Guaranteed Issue amount, without providing Evidence of Insurability (EOI), for this annual enrollment only. Don't miss out on this valuable opportunity to enroll in or increase your life insurance

	Green	Green CPC	Blue	BLUE CPC	Orange	Orange CPC
WTPU & WEU Contractual Employee Contribution Percent	22.0%	17.0%	20.0%	15.0%	20.0%	15.0%

coverage without having to prove you are healthy.

The Green plan deductible identified in the SPEEA contracts no longer qualifies as an HSA-Qualified High Deductible Health Plan.

In this situation, the SPEEA contracts permit Spirit to increase the deductibles to maintain the qualifications established by the IRS. As a result, in-network deductibles for the Green Plans will increase to \$1,600 (single) and \$3,200 (family).

HSAbank.com will now administer the Full and Limited Purpose Healthcare and Dependent Day Care Flexible Spending Accounts in addition to the Health Savings Account (HSA).

How to enroll

Choose one option:

- Online at www.myspiritbenefits.com
- By phone - 1-877-459-3345
- By app – using the “Spirit Benefits On The Go” app from the Google Play or Apple store.

Rate increase

Because of some extremely high-cost claimants, Spirit used the management rights provisions of the Wichita Technical and Professional Unit (WTPU) and Wichita Engineering Unit (WEU) contracts and provided more favorable terms than what the contracts specify for the last plan year (2023-2024).

Unfortunately, Spirit decided not to subsidize the employee rates more than the percentages identified in the SPEEA contracts this year. Because of this, Spirit employees will notice a larger premium increase than in prior years.

For actual rates and additional information, go to www.myspiritbenefits.com.

Virtual SPEEA seminar

SPEEA offers an open enrollment webinar recording at www.speea.org (drop-down menu: Medical & Retirement/Medical).

SPEEA Prof and Tech contracts expire 2026

The time to start saving is NOW – Part 2

By Matt Kempf, CFP®, CEBS
SPEEA Senior Director of Compensation and Retirement

In the April 2024 SPEEA Spotlight, we talked about a possible “first step” in creating an emergency fund by contributing 8% to the Boeing After-Tax 401(k).

The decision to seek a strike authorization vote of the membership is made by SPEEA's negotiations teams and is not taken lightly. It is extremely premature to discuss a strike on the merits of any contract offer, but it is never too early to prepare.

While the primary purpose of the Boeing 401(k) is to save for retirement, the After-Tax 401(k) has an “in-service” withdrawal option. In the event of a financial emergency, your After-Tax contributions can be withdrawn to meet imminent financial obligations.

The gains created by the contributions must roll out at the same time but can be rolled over to a tax-deferred IRA. If started in April 2024, individuals can make enough contributions in the After-Tax 401(k) to sustain themselves for 75 days in the event of a strike in October 2026.

Step 2: If eligible, directly contribute as much to a Roth IRA as possible

After putting 8% into the after-tax 401(k), the

IRS income limits for Roth IRA

	Single Tax Filers	Married Filing Jointly
Full contributions	Under \$146k	Under \$230k
Reduced Contributions	More \$146k but less than \$161k	More \$230k but less than \$240k

next step is to contribute directly to a Roth IRA if you are eligible. Unfortunately, not everyone is eligible to make a direct Roth IRA contribution.

The IRS income limits based on Modified Adjusted Gross Income for 2024 are in the table.

IRS income limits for Roth IRA

The IRS limit for 2024 is \$7,000 per person, with an extra \$1,000 catchup contribution if over age 50.

Roth IRAs are powerful savings tools. Qualified Distributions (contributions and gains) are completely free from income tax.

There are multiple conditions that must be met for a distribution to be a Qualified Distribution. You can check IRS Publication 590-B for the conditions under which a distribution would be considered a Qualified Distribution.

The IRS allows individuals to withdraw their direct contributions *at any age, at any time*

without tax or penalty. If an eligible individual were to contribute to the Roth IRA maximum for 2024, 2025 and 2026, they would have at least \$21,000 in Roth IRA contributions that can be withdrawn at any time for any purpose.

While it is always best to leave the funds in your Roth IRA to create more income-tax-free gains, your direct Roth IRA contributions would be available to you in the unlikely event SPEEA were to go on an extended strike lasting more than 75 days.

The time to start saving is NOW

SPEEA represents more than 10,000 Boeing employees with base salaries under \$146k, potentially making them eligible to make a direct Roth IRA contribution.

SPEEA does not have a strike fund. In the event a strike is called, you will need to support yourself with your own emergency funds.



SPEEA-Boeing

Help guide Ed Wells Partnership as a Joint Policy Board member

The SPEEA Executive board is seeking members to apply for the upcoming **Prof Unit** vacancy on the Ed Wells Partnership Joint Policy Board (JPB). The selected candidate will be appointed to a three-year term.

The deadline to apply is Wednesday, May 15.

The Ed Wells Partnership is a career-development resource for SPEEA-represented employees.

What many members are not aware of is how the joint program is governed.

The Joint Policy Board, established per Article 20 of the Prof and Tech contracts, is comprised of representatives from SPEEA and Boeing. The SPEEA executive director, the SPEEA president and two at-large members, one from each bargaining unit, represent our workforce in meetings with Boeing senior leaders.

The Board is responsible for providing the overall direction of Ed Wells Partnership, acting on the recommendations of the Joint Administrative Staff and determining the expenditure of funds provided to the Ed Wells Partnership.

As a member of the Board, you meet quarterly with other Board members and Ed Wells Partnership staff to review the partnership's activities and performance while providing input and guidance to its future direction.

This position typically requires a time commitment of four hours or less each quarter.

According to **Jennifer Marvin**, SPEEA Prof member on the Board whose term is ending: "It's important for SPEEA members to be on the board to influence the curriculum and the usage of on-hours classes that are relevant to our union members."

Qualifications

- Be a SPEEA member in good standing in the Professional Unit.
- Be familiar with the mission, products and services of the Ed Wells Partnership.
- Have experience promoting technical excellence and working together between SPEEA and Boeing.

- Be available to participate in virtual meetings, as scheduled, starting Aug. 8. A charge line for your time is provided.
- Have experience in Ed Wells programs as a student, instructor, facilitator or other role.

How to apply

- Indicate how you meet the above qualifications.
- Provide a description of what you would like to accomplish through involvement on this Board.
- Submit both to **apply@speea.org** by close of business, Wednesday, May 15.

Questions

Contact **Kelly Hanes**, SPEEA co-director for Ed Wells Partnership, at (805) 215-8149 or email **Kelly.J.Hanes@boeing.com** or **kellyh@speea.org**.



Ed Wells appreciates instructors' excellence!

The Ed Wells Partnership celebrated 2023 Subject Matter Expert instructors, shown above at the Museum of Flight in March. In 2023, Ed Wells provided more than 113,000 hours of learning for participants.

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
15205 52nd Ave. S • Seattle, WA 98188

MOVING? Remember to correct your address with your employer.

THE SPEEA SPOTLITE • 15205 52nd Ave. S • Seattle, WA 98188



Fuel young adults' interest at Aviation Day

SPEEA Council Rep **Joe Gockowski III** (Everett), shown above, was one of the founders of Alaska Airlines' annual Aviation Day, which has been introducing young adults to aviation and aerospace manufacturing careers for 15 years. This started with an idea to develop an aviation merit badge for Boy Scouts. This year's events will be May 11 in Portland and June 1 at SeaTac. For details, go to aviationday.alaskaair.com. The photo shows Gockowski at a previous Aviation Day event at the Alaska hangar at Seattle-Tacoma International Airport.

Labor complaint to secure more information

SPEEA alleges retaliation in Boeing ODA case

SEATTLE – Boeing Co. managers retaliated against two SPEEA union members who had been designated as representatives of the Federal Aviation Administration, after the union members insisted the company reevaluate prior engineering work on the 777 and 787 to account for a new FAA advisory.

That's according to the union, which on April 18 filed a National Labor Relations Board (NLRB) complaint in order to get access to a report Boeing filed with the FAA about the incident. The report is needed for the union to successfully appeal actions taken against one of the affected workers; the other has quit Boeing over the way he was treated. Both workers were certified for

Organization Delegation Authorization (ODA) to work on behalf of the FAA.

"Boeing can tell Congress and the media all it wants about how 'retaliation is strictly prohibited,'" said SPEEA Director of Strategic Development **Rich Plunkett**. "But our union is fighting retaliation cases on a regular basis, and in this specific case, Boeing is trying to hide information that would shed light on what happened."

See the April 23 press release and Unfair Labor Practice (ULP) complaint at www.speea.org.

TRAINING/ EVENTS

See online calendar for details.
RSVP where you plan to attend.

NORTHWEST NW Negotiation Prep Committee

Monday, May 13, 4:30 p.m.

Virtual – for link, email
meetings@speea.org

Open to SPEEA Prof and Tech members who want to help lay the groundwork for 2026 contract negotiations.

New Hire/Young Members free bowling

Saturday, May 18, 3:30-5:30 p.m.

West Seattle Bowl
4505 29th Ave. SW, Seattle

If you're a dues-paying member, send an email to meetings@speea.org

Space is limited to the first
20 members who sign up

NW New Hire/Young Members

MIDWEST

Young Professionals no-host social

Friday, May 10, 4 p.m.

Location TBD

Email tjtrousdale@gmail.com

for location details

MW Young Professionals